



## October 2003 Edition

### Newsletter Offers a New Feature

From the inception of the AFSS competition, the Communications Team has spent a great deal of time responding to questions from the field. As part of this ongoing effort, October's Briefer features a new section dedicated to highlighting some of the more frequently asked questions - it can be found at the end of this publication.

Additional questions that are not answered in the previously distributed Frequently Asked Questions (FAQs) can be emailed to [9-AWA-ATS-A76@faa.gov](mailto:9-AWA-ATS-A76@faa.gov). Every effort will be made to respond to your questions quickly and comprehensively.

### PWS Team Update

The Performance Work Statement (PWS) Team is transitioning from the preliminary planning phase to the development phase of the AFSS competition. Since our last update, AAT-2 has signed off on the Functional Scoping Summary Document (FSSD), which identifies the services and activities to be competed. The FSSD also documents the extensive involvement of the PWS Team, ACA Management Team, and Air Traffic representation in the final scoping recommendation. The FSSD has since been shared with the PWS Team members to provide a written summary of the scoping process and relay the influence their participation had on the scope determination process. Due to its procurement sensitive nature, the FSSD will not be released to the public until it has been made available to all potential offerors.

With the conclusion of the preliminary planning phase, draft one development of the PWS is well on its way.

Many sections of the PWS are showing steady progress. They are being written with careful regard to the appropriate regulations and facility information. The first of several subject matter expert reviews on the progress of the PWS will be held in late October. The PWS Team field representatives will participate in a three-day workshop to provide feedback on the evolution of the document. The involvement of the PWS Team field representatives is greatly appreciated and will continue to be an integral component in directing the on-going development of the PWS.

On the data-gathering front, the team is scheduled to move forward with the deployment of an interactive survey-tool developed with significant input from our functional experts on the PWS Team. The input from the PWS Team has led to a simplified and more precise survey-tool that will capture valuable workload data at each facility. The survey-tool has been distributed to all 58 AFSS facilities and is designed to capture workload counts for the activities being competed in an effort to provide potential offerors the level of effort required to properly perform activities identified in the PWS.

### Studies Team Update

The Studies team thanks ACA's summer intern Pete Niehoff for all his hard work in facilities and equipment data collection and wishes him well in his senior year at Rowan University School of Engineering. The Studies team also would like to thank all the regional representatives for helping ACA amass the comprehensive data files for facilities, including



equipment layouts, infrastructure surveys and lease information, and for equipment, including connectivity, contract, maintenance and applicability to the AFSS mission. Thanks to DJ Sperry and Al Sockbeson (ANE), Iris Lupu (AEA), Lee Montgomery (ASO), Lorri Bowles and Jim Kitson (ACE), Bill Durbahn (AGL), CT Harvey and Leo Runsthrough (ASW), Christine Chesak (ANM), and Faron Hahn (AWP). Now, the Studies team is working on a review of the data collection in support of its recommendation for government-furnished property (GFP).

In other news, MITRE submitted the initial Risk Management Plan (August 29, 2003), which outlines the programmatic approach for identification, mitigation, and monitoring of risks on ACA programs. In addition, a draft Risk Assessment Report (September 2003) was delivered outlining the initial risks and mitigation strategies for the AFSS A-76 program. MITRE has also submitted a draft Technical Constraints White Paper that reports on the capacity, expansion, and other technical limitations of the automation equipment within the current AFSS architecture. MITRE will be conducting further analysis in this arena.

The Studies team conducted several briefings for numerous Headquarters organizations, including Architect and System Engineering, En Route ARTCC/AFSS Platform, NAS Quality Assurance and Performance Division, Terminal and En Route Division, Integrated Products Team Lead for Communications, Acquisition Management Division, Airway Facilities Security, Information Services, and the Office of Information Systems Security to communicate the need for collaboration on the part of each of these organizations, their disciplines, and identified subject matter experts. The potential for change to the NAS architecture as a result of a performance decision regarding automated flight service stations and its domain will require extensive planning and preparation agency-wide.

## Acquisition Team Update

Recent accomplishments by the Acquisition team include a successful review of the acquisition strategy by the Joint Resources Council (JRC) and the Office of Management and Budget (OMB) in late September. ACA has requested waivers from OMB regarding the weight of cost in evaluating potential service providers and extending the term of contract to from 5 years. Additionally, the Competitive Sourcing Official (CSO)

approved waivers for the length of the acquisition process (15 months) and using a “trade-off” approach (where the selection decision is based on best value, not necessarily lowest cost).

The Acquisition team released a comprehensive draft SIR in early September to solicit industry and government comments. This information will help to further refine the solicitation and define future elements of the team’s strategy.

Public Announcement – the official “start” of the competition – is anticipated by the end of October.

## ACA Information Resources

### ACA Website

Since going live last month, the ACA website (<http://www.faa.gov/aca>) continues to offer information and services to AFSS personnel as well as the general public. Based on a Webtrends report, which offers general statistics on pages accessed by visitors to the site, some of the most popular pages on the site include:

- A high-level timeline for the AFSS competitive sourcing study
- FSS study specific FAQs
- Electronic copies of documents from the AFSS A-76 Competition Binder

All interested parties are encouraged to keep checking the website for additional information as the competition continues. Please remember that any questions regarding the competition can be sent via email to [9-AWA-ATS-A76@faa.gov](mailto:9-AWA-ATS-A76@faa.gov).

### Other Resources

- An A-76 informational video and a brochure of FAQs will be distributed to all AFSS facilities by mid-November.
- A webcast featuring Joann Kansier, ACA-1, is available online at the Voice Live website [http://videoontheweb.faa.gov/Voice\\_Live.htm](http://videoontheweb.faa.gov/Voice_Live.htm). Scroll down the page to the September 10<sup>th</sup> broadcast for the link to the Windows Media File.



## Biographies

### **James Sizemore, Manager, Planning, Control and Integration, ACA-4**

Mr. Sizemore has over 22 years of aviation experience from military, corporate, and government aviation organizations. His military aviation experience includes repair and operation of ground control navigational aids and avionics systems. James' corporate aviation experience includes positions as associate engineer responsible for establishing aircraft and ground system support, Training Devices Manager responsible for defining and acquiring hands-on computer-based training and full simulation training devices, and Customer Service Manager responsible for fielding new systems. His government experience includes over seven years of Air Traffic system requirements definition.

James has extensive aviation training and education including Bachelor of Science and Master of Aeronautical Science degrees from Embry-Riddle Aeronautical University. He has participated in the Maryland National Guard's Air Traffic Control training program and is a certified pilot. Additionally, he is a decorated veteran having received the Bronze Star for service during the Persian Gulf War.

James' current position in the ACA organization is Manager, Planning, Control, and Integration. In this position he assists and advises the various ACA teams in the accomplishment of their activities.

## Highlighted Frequently Asked Questions

### ***What is "Right of First Refusal" (ROFR)?***

Federal Acquisition Regulation clause (FAR 52.207-3), entitled Right of First Refusal (ROFR) of Employment states "The Contractor shall give government employees who have been or will be adversely affected or separated as a result of award of this contract the right of first refusal for employment openings under the contract in positions for which they are qualified."

ROFR applies to all affected employees, including those "bumped" by a reduction-in-force (RIF). While this does not require the Contractor to hire any government employee, it prohibits the Contractor from hiring anyone else without first offering vacant positions to qualified displaced government employees. The employment must

be consistent with post-government employment conflict of interest standards.

### ***If the Contractor wins the bid, will the Contractor hire me and will it be at my current rate?***

The job category of Air Traffic Control Specialist (ATCS) is subject to the Service Contract Act of 1965 (as amended). This requires that the minimum rates of pay, to include wages and health & welfare benefits, for individual localities are specified by prevailing wages as documented by the Department of Labor. Contractors will be bound to pay these minimum pay and benefit rates. Having said this, the Contractor is not obligated to ensure employment. If a Contractor hires you, they are not obligated to guarantee any specified length of employment or any pay rate that may be comparable to your present salary. These issues will be negotiated between the contractor and each individual it hires. While FAA's Acquisition Management System (AMS) is exempt from FAR coverage, as a matter of policy, the guidance cited above from FAR 52.207-3 will be followed by the agency.

### ***If the Government wins the competition will all employees keep their jobs?***

If the MEO calls for less than the current number of positions to perform a function, reductions will be handled in accordance with the FAA's policies and procedures governing staffing adjustments and RIF. This order, 3350.2C, provides that when the number of employees in any organization or occupation must be reduced, management shall make every reasonable effort to place surplus employees in other jobs or regions of the agency with the least possible interruption to their careers and personal lives. Separation of employees by RIF shall take place only after all reasonable alternative actions have failed to solve the surplus problem.

Additional Information:

<http://www.faa.gov/ahr/policy/order/orders/33502c.cfm>

### ***How many employees will be separated as a result of a private sector win?***

If the performance decision results in a private sector win, all affected employees will be separated unless they are offered other positions in federal service or they elect to retire. If the Agency Tender wins the performance decision, the number of affected employees separated will be directly related to the difference in staffing levels



between the current and proposed staffing models. All separation action will be coordinated by the Human Resource Advisor and will be executed in accordance with FAA rules and regulations.

***If the Contractor wins the bid or the MEO does not provide employees an opportunity to perform their current jobs, does the elimination of Title V restrict employee rights to find placement in another Federal job?***

The FAA has an Interchange Agreement with the Office of Personnel Management (OPM), which allows a permanent FAA employee, who previously acquired career status in the competitive service, to apply for positions under a competitive service agency's Merit Promotion Plan (Internal Selection) as long as it is open to federal employees outside the agency. One's career status in the competitive service may have been earned either with the FAA (prior to its becoming an excepted service agency, April 1, 1996) or with another agency.

Additional Information:

<http://www.faa.gov/ahr/policy/hrpm/hroi/emp/intercha.cfm>

### ***Where are the answers to the hard questions?***

ACA realizes that the questions most AFSS employees want answered are about placement opportunities, buyouts, RIFs, etc. These issues affect FAA employees on a personal level and there are no easy answers. ACA is working with Air Traffic and Human Resource Management to determine what opportunities will be made available to affected employees in the event that the MEO wins and downsizing is required or that the service is outsourced.

The AFSS function cannot be performed without its existing, highly skilled employees. Therefore, decisions regarding placement programs and expanded opportunities for retirement are extremely complex. The agency has to maintain a balance between its desire to provide a soft landing to its employees while continuing to provide a high level of service. We appreciate your patience in permitting us time to create what we hope is an optimal solution.

## **Upcoming Events**

Public announcement in mid-late October 2003

Finalize risk management plan

Make determination on GFE/GFP

